

MASS. AFB. 2: M382



*The Commonwealth of Massachusetts  
Commission Against Discrimination*

*1 Ashburton Place, Boston 02108*

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Massachusetts Civic Leadership Conference  
on

RACIAL AND ANTI-SEMITIC VIOLENCE,

VANDALISM AND HATRED

October 27, 1982

GOVERNMENT DOCUMENTS  
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Sponsored by:

MCAD Multi-Cultural Awareness Task Force

Massachusetts Commission Against Discrimination

Department of the Attorney General

Massachusetts Department of Education

Community Relations Service,  
Department of Justice

Anti-Defamation League of  
B'nai B'rith

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Massachusetts Civic Leadership Conference  
on  
Racial and Anti-Semitic Violence,  
Vandalism and Hatred

Gardner Auditorium  
State House  
Boston, MA

October 27, 1982

- 8:00 AM Registration - Coffee and Donuts
- 8:30 AM Welcome  
Margot Kosberg, Commissioner  
Massachusetts Commission Against Discrimination
- 8:35 AM Greetings from the Commonwealth  
Governor Edward J. King
- 8:45 AM The Role of Law Enforcement  
Francis X. Bellotti  
Attorney General
- 9:00 AM The Responsibilities of School Administrators  
John H. Lawson  
Commissioner of Education
- 9:15 AM The Role of the Federal Government  
Gilbert Pompa, Director  
Community Relations Service  
U.S. Department of Justice
- 9:30 AM The Role of the State  
Thomas P. O'Neill, II, Lieutenant Governor
- 9:40 AM Keynote Address  
Samuel Betances, Professor of Sociology  
Northeastern University, Chicago, Illinois
- 10:30 AM Break
- 10:45 AM - 12:45 PM

Workshops;

Each workshop will include presentations on the role of municipal leadership; civil rights law and other applicable statutes; community support organizations; crisis intervention models and resources; curricula and staff training resources.



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## GUIDELINES FOR FIRST RESPONSES TO RACIAL AND ANTI-SEMITIC INCIDENTS

### WHAT IS AN ANTI-SEMITIC OR RACIAL INCIDENT?

Sometimes the answer is self-evident; sometimes not. That's part of the problem. The first significant task is to evaluate, objectively and fairly, the type of incident and to respond appropriately.

Here is a definition of incidents which the potential to be racial or Anti-Semitic:

"Any argument, complaint, act of vandalism involving members of minority groups or labelled 'racial' or 'Anti-Semitism' by any party, to such an incident."

### FIRST RESPONSES TO INCIDENTS IN COMMUNITY OR SCHOOL

1. Approach each complaint seriously, but without alarm. Do not dismiss any incident as "vandalism" or "prank" or "neighborhood dispute"! Remember that emotions run high and whatever the facts or context, "victims" feel abused and hurt.
2. Gather the facts, avoiding snap judgments and "easy label."
3. Avoid the press, if possible, at least until all the data is in. In all events, remember that reporters for TV and newspapers emphasize the dramatic and sometimes quote out of context. Be honest and forthright, but exercise caution and restraint. In talking with the press avoid "posturing," making statements which tend to polarize the issue and fuel the conflict.
4. Do call the police. Laws have been violated. Law enforcement presence can help prevent escalation and demonstrates the seriousness of the matter.
5. Notify agencies such as the Attorney General's Office, ADL, local Community Disorder Units, Race Relations offices, your local Human Relations Committee who monitor such incidents, establishing patterns and assessing the state of the problem.
6. Where there is a conflict, verbal or physical, provide opportunity for each party, individual or group, to ventilate, expressing its view of the conflict to willing (and neutral) observers, preferably persons of authority.

7. Enlist responsible community leaders, (political figures, clergy, newspaper editors, school officials, etc.) to make clear, unambiguous statements declaring such incidents unacceptable, and if necessary, to demonstrate their position by presence at rallies as monitors, with statements from pulpits, in newspapers, etc.

#### CHECKLIST FOR CRISIS DETERRENCE AND INTERVENTION IN SCHOOLS

1. Code of Discipline

a. Establish and reiterate clearly, rules for conduct

2. Fairness/Grievance Mechanism

a. Establish and publish

1. Student and teacher rights and responsibilities

2. Mechanism for investigation of complaint and grievance procedure

3. Open Communication

a. Establish mechanisms for students and staff to interact as separate groups together, encouraging open discussions of current concerns

4. Warning Signals

a. Staff at all levels briefed to identify and report early warning of potential problems

1. Graffiti

2. All hostile acts, arguments, fights

3. Inappropriate attitudes to school, staff, students

4. Incidents or problems in wider community with potential spillover to school

5. Avoidance of normal channels to work out differences and concerns

5. Contingency Plans:

a. Establish and publish a detailed system-wide plan for managing a crisis. The plan should include:

1. Lines of authority-

Who makes decisions? Who is in charge at various levels?

2. Containment

How can incidents be isolated and contained?

3. Communication

Who communicates with the police department, the press, the community at large?

4. Rumor Control

Establish network for communicating and checking out alleged incidents and problems



e. Protection of Students and School Personnel

1. Establish and publish policy for protecting potential victims and accused perpetrators
2. Identify and provide contingency plan for aiding students in need of support handling conflict

6. Mediation

- a. Enlist independent, neutral, third party resources for assistance in mediating disputes.
- b. Such third parties should be removed from the system, but accessible and acceptable to the school authorities and to parties involved.

## Suggested format for Multi-Cultural Curriculum in Commonwealth schools

The following is a basic guide/outline from which school districts can develop their individual curricula to meet their specific need based on the racial and ethnic make-up of their community.

In that children comprehend information differently, at different ages and stages, grade level guides should be designed on the elementary level, particularly.

The guide should include:

- I - Objectives - Those things the program is designed to do, based on predetermined need.
  - (a) Primary - to aid young children in developing a positive self- image and respect for others.
  - (b) Intermediate - exposing children to the origin, customs and culture of the various racial and ethnic groups.
  - (c) Secondary - To support on a departmentalized basis, the whole idea of the HUMAN RACE, and the contributions made to all areas - music, english, science, math, art, and home ec by people from all ethnic and racial backgrounds. Further to incorporate racist, prejudice, and religious understanding at the appropriate place in the multi-cultural curriculum guide - throughout the various courses of study.
- II - Motivation - Techniques and objects used to initiate discussion.  
Use of non-threatening values clarification exercises.  
  
Visiblity of interracial society around classroom and school.  
  
Likeness and differences discussed at different levels using a boy and a girl to stand in front. Use pictures of interracial people to discuss how people differ and how they are similar  
  
Discuss backgrounds, culture, customs of students.
- III - Broad Themes - This can be the materials used on the appropriate racial/ethnic groups. (Attach bibliography)  
  
It might also be the monthly theme ie. exploring myths & prejudice one month - certain ethnic groups another - the KKK another etc.
- IV - Approach - Classroom discussion as follow-up to visual materials used or as opening ie. Introduction of people who contributed to math, to science, to literature from different racial/ethnic groups.
- V - Resources - Things and people who are available to support and reinforce the curriculum ie. parents, community people from various backgrounds, library staff.
- VI - Expected Outcome - That children at different levels achieve that which is appropriate for them ie. that young children display a proudness in being Black or Jewish or with short hair or freckles or then or heavy.

That older children can openly and intelligently discuss similarities & differences in races; that through the activities and understanding of the evils of racism etc. attitudes have been altered, and we begin to see each other as Americans.

## WORKSHOP CASE HISTORY

A medium-sized suburban town sponsors an after-school enrichment program for inner city elementary school children. Classes are held Monday through Friday afternoons at the town's Jewish Community Center. The students in the program are mostly Black and Hispanic.

One morning, the community center's custodian discovers spray paint on many of the windows and the words "Niggers go home" and "KKK" painted on the walls. The director of the center informs the police chief, but asks him to "keep it quiet" because the center does not want to draw attention to the program. Later that day, some well-meaning citizens clean the paint off the building.

The following day, the head of the NAACP and all of the minority students in the town high school demand a public apology from town officials and call for more police patrols, to prevent further incidents. If these demands are not met, they say, they will make sure that all the inner-city children drop out of the enrichment program.

Later that night, a firebomb is thrown at the town's synagogue. The next day, a telephone message is discovered on the synagogue's answering machine. On it, a male voice says, "Hitler was right, you Jews are troublemakers."

The town's newspaper carries a front page story on both incidents.

Two days later, in the cafeteria at the high school, a shoving match breaks out between a white student and one of the few black students. Other students join in, chaos ensues, and racial slurs are heard.

Using the space below, please outline your proposed plan of action for dealing with the factual situation described above.



## Next Steps in Your Community

A. After this conference, you should convene a municipal leadership meeting in your community. Its agenda will be:

- \* Assess the state of human relations in your city or town;
- \* Identify potential problems;
- \* Take an inventory of available resources for improving human relations;
- \* Outline a plan for further action.

Who should be invited to this meeting? Your mayor or chairman of the board of selectmen, superintendent of schools, police chief, school committee chair, a representative of the clergy, and a business leader. You should feel free to include also representatives of student or parent groups, service organizations, local media, various denominations, etc. Your goal is to achieve broad representation, while keeping the meeting manageable. This may require an initial meeting of "core" leaders to plan a broader-based, community-wide meeting.

The M.C.A.D. Task Force will send representatives to your meetings to facilitate them.

B. From your initial meeting, based upon your particular community needs and resources, there may emerge:

- \* Crisis response plans for each municipal department;
- \* A multi-cultural curriculum for the schools that involves elected leaders, parents, etc.;
- \* Local task forces of public officials and private citizens to make recommendations for improving inter-group relations in the schools, in playgrounds and on the street, in police-community relations, etc.;
- \* A permanent human relations council to assist officials in preventing and responding to problems.



## GREATER BOSTON RESOURCE DIRECTORY

### I. Religious Organizations

#### AMERICAN JEWISH COMMITTEE

N.E. Regional Office  
72 Franklin Street  
Boston, MA 02110  
426-7415

Rabbi Herman Blumberg, Exec. Dir.  
Staff: Larry Sternberg, Nancy Blecher

Seeks to prevent infraction of civil and religious rights of jews and to secure equality of economic, social and educational opportunity through education and civic action.

#### AMERICAN JEWISH CONGRESS

72 Franklin Street  
Boston, MA 02110  
Sheila Decter, Executive Director

Works to eliminate all forms of racial and religious bigotry; to advance civil rights, protect civil liberties, defend religious freedom and safeguard the separation of church and state.

#### ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH

N.E. Regional Office  
72 Franklin Street  
Boston, MA 02110  
542-4977

Sol Kolack, Executive Director  
Staff: Martin Goldman, Lesley Weiss and Lenard Zakim

Seeks to combat anti-semitism and extremism and secure justice and equality for all Americans; through public information, education and community action.

#### BUREAU OF JEWISH EDUCATION

824 Boylston Street  
Chestnut Hill, MA 02167  
277-3100  
Dr. Louis Newman, Director

Sets standards and supervises the curricula, programming and instructions at pre-Hebrew, Hebrew and Sunday Schools in the Boston Area.

#### JEWISH COMMUNITY COUNCIL OF METROPOLITAN BOSTON

72 Franklin Street  
Boston, MA 02110  
542-7525  
Philip Permuter, Exec. Director  
Staff: Marjorie Epstein, Barbara Gaffin, Barbara Katz

Dedicated to building sound community

relations and preserving individual civil rights and civil liberties, the Jewish Community Council serves as the central community relations planning body for 34 Jewish organizations in the area. The Jewish Community Council shapes and executes policy and programs dealing with the Middle East, urban affairs, church-state issues, interreligious relations, race relations and discriminatory practices in employment, housing and education.

#### JEWISH LABOR COMMITTEE

New England Regional Office  
33 Harrison Avenue  
Boston, MA 02111  
542-4127  
Richard Braude, Regional Director

A labor-based and oriented organization that seeks to combat anti-semitism and every form of racial, religious, and social discrimination abroad and in the US in cooperation with organized labor and other groups.

#### COOPERATIVE METROPOLITAN MINISTRIES (CMM)

474 Centre Street  
Newton, MA 02158  
244-2326; 244-3650

CMM is the only on-going interfaith (Catholic/Protestant/Jewish) organization working on issues of social justice.

#### NATIONAL CONFERENCE OF CHRISTIANS AND JEWS

73 Tremont Street  
Boston, MA 02108  
523-7510  
Richard Rand, Executive Director

Improving human relations through education and dialogue.

#### BOSTON CATHOLIC-JEWISH COMMITTEE (Catholic Jewish)

An ad hoc committee gathered by the Arch-diocesan Ecumenical Commission and including Jewish members from most service and religious groups.

#### COVENANT FOR JUSTICE, EQUITY AND HARMONY

25 Union Street  
Boston, MA 02108  
227-2350  
Humberto Cardinal Medeiros - Co-Chairperson  
Bishop Edward Carroll - Co-Chairperson  
Rev. Walter Waldron - Vice Chairperson

This Ecumincal program is an attempt to address some of the racial tensions in the City of Boston, through parish and neighbor-

GREATER BOSTON RESOURCE DIRECTORY

I. Religious Organizations

hood action programs, pulpit exchanges  
and neighborhood development  
initiatives.

ARCHDIOCESAN JUSTICE AND PEACE  
COMMISSION

25 Union Street  
Boston, MA 02108  
227-2200  
Rev. Michael Groden

The Justice and Peace Commission  
provides resources, assistance to  
parishes, educational programs, and  
staff support relating to the  
Social Justice teachings of the  
Catholic Church in the Archdiocese  
of Boston.

MASS. COUNCIL OF CHURCHES (Protestant)

14 Beacon Street  
Boston, MA 02109  
Rev. James Nash; Diane Kessler  
523-2771

Statewide ecumenical agency representing  
various Protestant and Episcopal juris-  
dictions. Coordinates social action and  
education programs, services to groups  
and individuals of special needs, radio  
activities.

BLACK ECUMENICAL COMMISSION

14 Beacon Street  
Room 202  
Boston, MA 02108

GREATER BOSTON RESOURCE DIRECTORY

II. Civil Rights, Educational and Other Concerned Organizations

AFRO-AMERICAN SOCIETY OF ARLINGTON

11 Brattle Street  
Arlington, MA 02174  
James Webster, Director

BOSTON COVENANT FOR RACIAL HARMONY

Father Waldren  
542-5682  
  
Promotes efforts towards achieving a  
racially just and peaceful city.  
Works on a grass roots level.

BOSTON COMMITTEE

92 State Street  
Boston, MA 02109  
720-0598  
Frank Jones, Executive Director  
  
Multi-cultural programs; race relations

CIVIL LIBERTIES UNION OF MASSACHUSETTS

47 Winter Street  
Boston, MA 02108  
John Roberts, Executive Director  
  
Function: Protection of civil liberties  
guaranteed under the Constitution.  
Services: Counselling, education,  
advice, litigation.

COMMUNITY CHANGE

14 Beacon Street  
Room 709  
Boston, MA 02108  
523-0555  
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Action training on issue of  
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racial education.

CITYWIDE PARENTS' ADVISORY COUNCIL

59 Temple Place  
Boston, MA 02111  
426-2450  
Jean Stanton, Staff Director

FREEDOM HOUSE

14 Crawford Street  
Roxbury, MA 02121

GREATER BOSTON CIVIL RIGHTS COALITION

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INSTITUTE FOR RESPONSIVE EDUCATION

Boston University  
704 Commonwealth Avenue, Boston, MA 02215  
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METCO, Inc.

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427-1545

NEEDHAM COMMITTEE AGAINST PREJUDICE &  
DISCRIMINATION

39 Coulton Park  
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65 Beaufort Avenue  
449-2293

NEEDHAM CLERGY ASSOCIATION

First Baptist Church  
858 Great Plain Avenue  
Needham, MA 02192  
441-1179  
Dr. Franz Oerth

PROJECT TO COMBAT RACIAL VIOLENCE OF THE  
LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER  
LAW OF THE BOSTON BAR ASSOCIATION

294 Washington Street  
Boston, MA 02108  
617-482-1145  
Robert P. Sherman, Director

Area of Expertise of Project is: Racial  
violence and particularly how legal system  
responds to cases of racial violence.

Specific Expertise Is: State Civil Rights  
Act.

Lawyers' Committee is privately funded:  
can represent victims of racial violence in  
various legal actions. Also available to give  
advise and conduct educational forums on the  
State Civil Rights Act.

ECUMENICAL SOCIAL ACTION COMMITTEE

P.O. Box 4  
Jamaica Plain, MA 02130  
524-2555  
Bette Rossen, Executive Director

Services and programs for youth, senior  
citizens, and the Spanish-speaking in  
Jamaica Plain neighborhoods.

LA ALIANZA HISPANA

409 Dudley Street  
Roxbury, MA 02119  
427-7175  
Nelson Merced, Ex. Dir.

Programs and services primarily to Hispanic  
residents of Roxbury.



II. Civil Rights, Educational  
and Other Concerned Organizations

SPANISH ALLIANCE  
645 Dudley Street  
Roxbury, MA  
247-7175

CHINESE AMERICAN CIVIC ASSOCIATION  
18 Oxford Street  
Boston, MA  
426-9492  
Ming Lee, Executive Director  
  
Employment, immigration, and  
housing assistance; counseling  
services.

ARC  
59 Temple Place  
Boston, MA  
426-9286  
  
Deals with issues of concern to  
Indians

NATIONAL ASSOCIATION FOR THE ADVANCEMENT  
OF COLORED PEOPLE  
451 Mass Avenue  
Boston, MA 02118  
267-1058  
Joseph Feaster, President

URBAN LEAGUE OF EASTERN MASS, INC.  
236 Huntington Avenue  
Boston, MA  
266-3550  
Ms. Shirley Hicks, President

III. State Agencies

MASSACHUSETTS COMMISSION AGAINST  
DISCRIMINATION  
One Ashburton Place  
Boston, MA 02108  
617-727-3990  
Commissioner: Leon A. Brathwaite, II,  
Chairman; Kenneth J. Cote, Jr.;  
Margot P. Kosberg.  
  
The Commission investigates complaints  
on discrimination based on race, sex,  
color, religion, national origin,  
age (40-65), in the areas of employment,  
housing, credit and public accommoda-  
tions (also protects handicapped).  
The Commission also performs an educa-  
tional function in these areas.  
Powers of the Commission include  
holding public hearings, conciliating,

issuing cease and desist orders, and ordering  
remedial action, including monetary damages;  
on behalf of the Complainant.

DEPARTMENT OF THE ATTORNEY GENERAL, CIVIL  
RIGHTS DIVISION  
One Ashburton Place - Room 1902  
Boston, MA 02108  
617-727-1090

Enforces the Massachusetts Civil Rights Act,  
assists police departments and district  
attorneys in interpreting, applying, and  
reviewing evidence, consults with municipal  
officials concerning the Act and other laws  
applicable to racial, anti-Semitic, and other  
community disorders.

THE COMMONWEALTH OF MASSACHUSETTS-DEPARTMENT  
OF EDUCATION  
1385 Hancock Street  
Quincy, MA 02169

Multi-cultural awareness training for students  
and staff of local education agencies is an  
important responsibility of the agency. Those  
involved in the training effort are listed below

Dr. Charles Glenn - Director,	770-7530
Equal Educational Opportunity	
Ms. Jane Kendall-Harrison	770-7552
622 Coordinator	
Ms. Elaine Cadigan - Vocational	770-7536
Educational Equity Coordinator	
Mr. Ernest Mazzone - Bureau Director	770-7545
Transitional Bilingual Education	
Ms. Maria Ruiz - Project Director,	770-7493
Bilingual/Multicultural Special Education	
Ms. Kathleen Atkinson - Director,	770-7581
Student Services	

Directors of Regional Education Offices

Dr. Joan Schuman	835-6267
Central Mass. Regional Education Center	
Beaman Street, Route 140	
West Boylston, MA 01583	
Mr. Louis Amadio	431-7825
Greater Boston Regional Education Center	
27 Cedar Street	
Wellesley, MA 02181	
Dr. Katherine Best	664-5723
Northeast Regional Education Center	
219 North Street	
North Reading, MA 01864	
Mr. Thomas White	(413) 499-0745
Pittsfield Regional Education Center	
188 South Street	
Pittsfield, MA 01201	



GREATER BOSTON RESOURCE DIRECTORY

III. State Agencies (Continued)

THE COMMONWEALTH OF MASSACHUSETTS -  
DEPARTMENT OF EDUCATION (continued)

Mr. E. Curtis Hall 947-1231  
Southeast Regional Education Center  
P.O. Box 29  
Middleboro, MA 02346

Dr. Ann Schumer (413) 739-7271  
Springfield Regional Education Center  
88 Massasoit Avenue  
West Springfield, MA 01089

STATE OFFICE OF AFFIRMATIVE ACTION

1 Ahsburton Place  
Room 601  
Boston, MA 02108  
727-7441  
John F. Drewry, Director

Among its many functions, the office investigates allegations of state agency non-compliance with their Affirmative plans. The agency also conducts investigations of state employee complaints concerning discriminatory practices, in addition to referring all complaints to the MCAD.

STATE OFFICE OF MINORITY BUSINESS  
ASSISTANCE

100 Cambridge Street  
Boston, MA 02202  
David Harris, Jr., Director and  
Deputy Commissioner

A State agency mandated by law to develop business opportunities in State agencies.

IV. Federal Agencies

U.S. COMMISSION ON CIVIL RIGHTS  
1121 Vermont Ave., NW  
Washington, D.C. 20425  
John Hope III, Acting Staff Dir.  
(202) 254-8130

New England Regional Office  
55 Summer Str., 8th Floor  
Boston, MA 02110  
Jacob Schlitt, Director (617) 223-4671

An independent, fact  
the Federal Government which studies  
issues related to discrimination or denial  
of equal protection of the laws because of  
race, color, national origin, religion,  
sex, handicap and age.

DEPARTMENT OF EDUCATION

Office for Civil Rights  
400 Maryland Ave., S.W.  
Washington, D.C. 20202  
Harry M. Singleton, Asst. Sec. (202) 245-7680

Region I  
140 Federal St., 14th Floor  
Boston, MA 02110  
Richard V.E. McCann, Dir. (617) 223-4248

Responsible for ensuring equality of  
educational opportunity and compliance with  
laws prohibiting discrimination in education  
based on race, color, national origin, age,  
and handicap. It conducts compliance reviews,  
receives and investigates complaints, seeks  
conciliation, conducts studies and surveys,  
publicizes findings, and provides training  
and technical assistance.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

2401 E. St., N.W.  
Washington, D.C. 20506  
Clarence Thomas, Chairman (202) 634-6930  
150 Causeway Street  
Boston, MA 02114  
Everett O. Ware, Dir. (617) 223-4535

Created by Title VII of the Civil Rights Act  
of 1964, to end discrimination based on race,  
color, religion, sex, national origin, or  
age in hiring, promotion, firing, wages,  
testing, training, apprenticeship, and all other  
conditions of employment and to promote  
voluntary action programs.

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Office for Civil Rights  
330 Independence Ave. SW  
Washington, D.C. 20201  
Betty Lou Dotson, Dir. (202) 245-6403

Office for Civil Rights, Region I  
140 Federal St., 14th Floor  
Boston, MA 02110  
Caroline Chang, Reg. Director (617) 223-4408

Responsible for ensuring equal opportunity  
and compliance with laws prohibiting  
discrimination in the provision of health  
and social services.

IV. Federal Agencies (Continued)

DEPARTMENT OF HOUSING AND URBAN  
DEVELOPMENT

Office of Fair Housing and Equal  
Opportunity  
451 Seventh St. SW.  
Washington, D.C. 20410  
Antonio Monroig, Asst. Sec. (202) 755-7252

Region I  
JFK Federal Building, Room 800  
Boston, MA 02203  
Joseph Vera, Regional Administrator  
(617) 223-4317

Boston Area Office  
Bulfinch Building  
15 New Chardon Street  
Boston, MA 02114  
Robert Upshur, Dir. (617) 223-4614

Serves as the principal advisor to the  
Secretary of HUD on all matters  
relating to civil rights and equal  
opportunity in housing, community  
development, facilities, employment, and  
business opportunity. It also has  
primary responsibility within the  
Federal Government for processing  
Title VIII complaints.

DEPARTMENT OF JUSTICE

Community Relations Service  
550 Friendship Blvd.  
Bethesda, MD 20815  
Gilbert G. Pompa, Dir. (202) 492-5929

New England Regional Office  
100 Summer St. Room 1920  
Boston, MA 02110  
Martin A. Walsh, Dir. (617) 223-5170

Assists and aids communities in resolving  
civil rights disputes and difficulties  
related to race, color, and national  
origin. Areas of concern include employ-  
ment, education, housing, and the admini-  
stration of justice. In addition to  
receiving and investigating complaints,  
the service seeks conciliation,  
conducts public education programs,  
publicizes its findings, and offers  
training and technical assistance.

DEPARTMENT OF LABOR

Office of Federal Contract Compliance  
Programs  
200 Constitution Ave. NW  
Washington, DC 20210  
Ellen Shong, Dir. (202) 523-9475

Boston Regional Office  
JFK Federal Building, Room 1612-C  
Boston, MA 02203  
Jay F. Sauls, Asst. Regional Administrator  
(617) 223-4571

Protects the applicants to and employees of  
Federal Government contractors and sub-  
contractors against discrimination based on  
race, color, religion, sex, national origin,  
and handicap. The Office's activities  
include receiving and investigating complaint  
publicizing findings, litigating, conducting  
compliance reviews, and providing training  
and technical assistance for Federal  
contractors.

OFFICE OF PERSONNEL MANAGEMENT

1900 E. St., NW  
Washington, D.C. 20415  
Carmen Maymi, Equal Opportunity Director  
(202) 632-6232

John W. McCormack Post Office &  
Courthouse  
Boston, MA 02109  
Cleotha Jackson, Affirmative Employment  
Programs Manager (617) 223-1141

Created in 1978 along with the Merit System  
Protection Board as the successors to the  
Civil Service Commission, OPM sets policy  
for management, productivity, and  
effectiveness of employment within the  
executive branch of the government. It  
also manages Federal personnel activities,  
including recruitment, pay comparability,  
and insurance programs.



# CENTRAL MASSACHUSETTS RESOURCE DIRECTORY

## CONCORD-CARLISLE HUMAN RIGHTS COUNCIL

53 Laurel St.  
Concord, MA 01742  
Ruth Salinger 369-5872

(All human rights issues addressed)

## FRIENDS OF METCO

458 Old Road to 9 Acre Corner  
Concord, MA 01742  
Fiddle Walton 369-6843

Information on Metco, host families,  
school liaison.

## WEST SUBURBAN OPEN HOUSING

34 Everett Street  
Concord, MA 01742  
Ruth Paradise 369-8520

Provides information on housing for  
minorities and low and moderate  
income families - deals with  
8 surrounding communities.

## CONCORD CORRECTIONAL RESOURCES GROUP

1667 Monument St.  
Concord, MA 01742  
Jean Psell 369-5018

Deals with issues concerning MCI  
Concord and the Northeastern  
Correctional Center.

## COMMITTEE ON DIALOGUE

Ann Eno - 875 West St.  
Carlisle, MA 01741  
369-7858  
Ellen Smith 272 Laws Brook Rd.  
Carlisle, MA 01741  
369-7004

Deals with neighborhood  
gatherings to address issues of  
human rights.

## ADULT & COMMUNITY EDUCATION

Ruth Drinker (Citizen Chair)  
63 Indial Hill Road  
Carlisle, MA 01741 369-4925

Evelyn Zuck (Director)  
Ripley School  
Meridian St.  
Concord, MA 369-9500

Courses and community activities.

## TRAVELING ROAD SHOW ON PREJUDICE

The Rev. Richard De Veer - Associate Pastor  
Our Lady Help of Christians  
Concord, MA 01742 369-2810

Susan Markson (President)  
Concord Aid Jewish Group  
Concord, MA 01742 369-1552

Dr. Charles V. Willie (Harvard University  
Professor, Author, Master in Boston Public  
School System's Court Desegregation Plan  
369-2363

Ruth A. Salinger (Chair)  
Human Rights Council  
Concord, Carlisle, MA 369-5872

Group does panel discussions on dealing  
with prejudice in Concord & Carlisle.

ADDRESS: 53 Laurel St.  
Concord, MA 01742

## CONCORD AREA JEWISH GROUP

39 Old Farm Road  
Concord, MA 01742  
Beth Rabinowitz 369-7372

## METCO PROGRAM

Norma Dinnall Hoyte (METCO Coordinator)  
Concord-Carlisle High School 369-9500

Ruth Packam (METCO Coordinator)  
Concord Public Schools 369-9500

Steven Sheiffer - Town Manager 369-6700  
Town of Concord, MA

Annabelle Shepherd - Chair 369-2100  
Board of Selectmen, Concord, MA

William Costello - Chief of Police 369-7400  
Concord, MA

Irwin Blumer - Superintendent of 369-9500  
of Schools  
Concord & Concord/Carlisle, MA

Alan Cameron - Chair 369-6136  
Board of Selectmen  
Carlisle, MA

Carlisle Chief of Police 369-1155

Matthew King - Superintendent 369-4102  
of Schools, Carlisle, MA

Midge Eliasson - Chair 369-4102  
Carlisle School Committee

Louis Marquet - Chair 369-9500  
Concord School System

Louise Haldeman - Chair 369-9500  
Concord-Carlisle School System

SOUTH SHORE RESOURCE DIRECTORY

RANDOLPH FAIR PRACTICES

David Harris 961-2422

Lynn Huttenum 963-7800

Chapter 622 Coordinator for  
Randolph

SOUTH SHORE COALITION FOR HUMAN RIGHTS

6 Fort Street  
Quincy, MA 02169  
Edmond Ames

CITY OF NEW BEDFORD

OFFICE OF EQUAL OPPORTUNITY &  
CONTRACT COMPLIANCE

133 William Street, Room 15  
New Bedford, MA 02740  
999-2931 Ext. 272



I. Religious Organizations

B'NAI B'RITH

Men's Division: Henry Lasker-Shalom Lodge  
786-1572  
President: David S. Kolnick  
Women's Division: Women's Chapter N18  
786-1115

Function: Anti-Defamation League: to investigate complaints of racial or religious discrimination.

THE COUNCIL OF CHURCHES OF GREATER SPRINGFIELD

152 Sumner Avenue  
Springfield, MA 01108  
733-2149  
Rev. Thomas W. Olcott, Exec. Director  
Rev. J. Williard Copfield, Jr.,  
Associate Director

Function: To provide program divisions and task forces serving religious and social needs of the Greater Springfield Community.

PROFESSOR MEYER WEINBERG

Horace Mann Center  
Room 2220  
University Library  
U. Mass  
Amherst, MA 01003

II. Civil Rights, Educational and Other Concerned Organizations

MASS. DEFENDERS

Davis Hoose  
145 State Street  
Springfield, MA 01103

PUERTO RICAN CULTURAL CENTER

Pedro Padua  
200 Birnie Avenue  
Springfield, MA 01107

SPRINGFIELD PUBLIC SCHOOLS

James K. Tillotson  
195 State Street  
Springfield, MA 01103  
(413) 787-7172

II. Civil Rights, Educational and other Concerned Organizations

BRIGHTWOOD DEVELOPMENT CORP.  
2375 Main Street  
Springfield, MA 01107  
734-2144  
Mike Rivas

NEW ENGLAND FARM WORKERS COUNCIL, INC.

3 Frost Street  
Springfield, MA 01107  
Juan Cruz, Exec. Director  
736-4525, 736-4526

Services: Education program; cooperative; health program; legal services; communications (through publication of newspaper in Spanish); Job Corps recruitment.

SPANISH AND AMERICAN UNION, INC.

67 Jefferson Avenue  
Springfield, MA 01107  
734-7381  
Richard Mundo, Exec. Dir.

Function: To serve the needs of the residents of the North End and the Hispanic community throughout Springfield.

Judith Davis and Grant Ingle

Office of Human Relations  
204 Middlesex House  
University of Massachusetts, Amherst  
(413) 545-0851

Access to a large campus network of trainers and training resources in the area of Human Relations.

Assistance in formulating institutional change strategies regarding Human Relations.

URBAN LEAGUE OF SPRINGFIELD, INC.

56 State Street  
Springfield, MA 01109  
739-7211

Function: Community Service Agency

WESTERN MASS. LEGAL SERVICES, INC.

145 State Street  
Springfield, MA.  
781-7814  
Andrew Steinberg, Exec. Director

Function: to provide legal services to low income people who are unable to afford private counsel - civil matters only.

